

STRATEGIC DIRECTION

2020-2022



INVESTMENT: PUBLIC SAFETY

Goal 1: Provide the highest quality law enforcement and public safety services by maximizing existing strengths and assets and by forging authentic community connections.

Objectives:

- 1.1** Maintain trooper strength and capabilities by conducting a one-for-one replacement for all enlisted attrition, in order to maintain a minimum staffing of 2,000 enlisted members annually.
- 1.2** Provide a seamless in-car mobile environment that reduces administrative time for troopers by 10 percent by pursuing technology solutions, including single sign-on capability, enhanced connectivity, and dictation software.
- 1.3** Reduce crime and improve traffic safety by developing and implementing annual district-level plans, comprised of post and section plans, based on data and best practices that focus on crime and traffic initiatives where department resources can make a positive impact.
- 1.4** Assess the department's current service delivery model to ensure it meets today's needs, including reviewing work sites, department fleet, and the assigned vehicle program.
- 1.5** Improve throughput for forensic examinations to better serve our partners in the pursuit of criminal justice.
- 1.6** Empower work sites with the resources and latitude to tailor their annual community outreach plan to meet the unique needs of the residents and stakeholders they serve.
- 1.7** Develop an after-action procedure that is implemented following a critical incident to identify lessons learned and opportunities for improvement.

INVESTMENT: EMPLOYEE EXPERIENCE

Goal 2: Support our department members by creating an environment that fosters engagement and encourages personal growth and future success.

Objectives:

- 2.1** Launch an internal mobile app that will enhance employee communication and engagement.
- 2.2** Establish a department-wide employee mentor program to encourage personal growth and future success.
- 2.3** Establish a civilian onboarding program that will foster employee inclusion and improve retention.
- 2.4** Make training more accessible for department members and our public safety partners by utilizing virtual-reality and modern video-based learning methods and by seeking alternate training locations.



INVESTMENT: DIVERSITY, EQUITY, & INCLUSION

Goal 3: Build a department culture that values trust, transparency, and individual contributions that will inspire the confidence of department members, the public, and our stakeholders.

Objectives:

- 3.1** Expand opportunities that foster employee inclusion and provide a platform for open dialogue from diverse perspectives.
- 3.2** Institute recruiting practices that reduce barriers to employment in order to increase the trooper minority applicant pool and female applicant pool.
- 3.3** Review the impact and intent of the department's current youth mentoring and cadet programs with the goal of attracting and building a pipeline for entering recruit school.
- 3.4** Capitalize on new and existing partnerships with community members that will provide department members with diverse perspectives, cultural awareness, and customer feedback.



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